INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | | |
|----------------------------|------------|--|--|
| Case | Date Filed | | |

| INSTRUCTIONS: | N |
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| | |
| File an original with NLRB Regional Director for the region in which the alleged unfair | labor practice occurred or is occurring. |

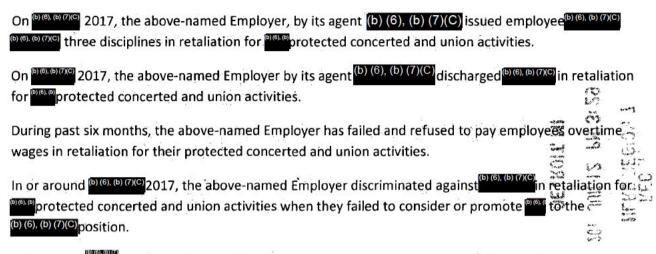
| 1. EMPLOYER A | GAINST WHOM CHARGE IS BROUGHT | |
|---|---|--|
| a. Name of Employer | | b. Tel. No. 708.385.5788 |
| Silver Star Delivery LTD | | c. Cell No. 708.821.8204 |
| 1 Add (000 A 22 Add and 710 and 1 | e. Employer Representative | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 19991 Brownstown Center Drive Brownstown, MI 48183 | Julie Boones | g. e-Mail |
| | | h. Number of workers employed |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Delivery Drivers | j. Identify principal product or service Amazon Products | and and |
| k. The above-named employer has engaged in and is engaging subsections) 8(a)(3) and (5) | | the state of the s |
| practices are practices affecting commerce within the meaning | | por Relations Act, and these unfair labor infair practices affecting commerce |
| within the meaning of the Act and the Postal Reorganization A | Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of | of the facts constituting the alleged unfair labor p | ractices) |
| SEE ATTACHMENT | | |
| 3 Full name of party filing charge (if labor organization, give full (b) (6), (b) (7)(C) | name, including local name and number) | |
| 4a. Address (Street and number, city, state, and ZIP code) | | 4b. Tel. No. (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) | | 4c. Cell No. |
| | | 4d. Fax No. |
| | | 4e. e-Mail |
| 5. Full name of national or international labor organization of whorganization) | nich it is an affiliate or constituent unit (to be filled | in when charge is filed by a labor |
| 6. DECLARATION declare that I have read the above and that the statements (b) (6), (b) (7)(C) | are true to the best of my knowledge and belief. | Tel. No. Same as 4b. |
| By | ridual | Office, if any, Cell No. |
| | Print/type name and title or office, if any) | Fax No. |
| Same as 4a | 6-12-17. (date) | e-Mail |
| WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE | PUNISHED BY FINE AND IMPRISONMENT (U | J.S. CODE, TITLE 18, SECTION 1001) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

Silver Star Delivery LTD ATTACHMENT:



In or around 2017, the above-named Employer by its agents and officers unlawfully disciplined and discharged employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for their protected concerted and union activities.



REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

June 14, 2017

Julie Boones Silver Star Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183

Re: Silver Star Delivery LTD

Case 07-CA-200543

Dear Ms. Boones:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Procedures:</u> We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Terry Morgan Regional Director

Levy) Morgan

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

| | NATIONAL LABOR RELA | TIONS BOARD | | | |
|---|---|--|---|--------|----|
| QUESTIONNAIRE ON COMMERCE INFORMATION | | | | | |
| Please read carefully, answer all applicable iter | ns, and return to the NLRB Office. If additio | nal space is required, please add a page and | I identify item number. | | |
| CASE NAME | | | SE NUMBER | | |
| 1 PVACTICAL TITLE OF PARTIES | 1 51 1 12 51 1 1/1 1 1 1 | | '-CA-200543 | | |
| 1. EXACT LEGAL TITLE OF ENTITY (| As filed with State and/or stated in legal | documents forming entity) | | | |
| | | | | | |
| 2. TYPE OF ENTITY | | | | | |
| [] CORPORATION [] LLC [] L | LP [] PARTNERSHIP [] SOLE | PROPRIETORSHIP [] OTHER (Sp | pecify) | | |
| A. STATE OF INCORPORATION | D NAME ADDRESS AND BELATIO | NSHIP (e.g. parent, subsidiary) OF ALL R | ELATED ENTITIES | | |
| OR FORMATION | B. NAIVIE, ADDRESS, AND RELATIO | NSHIP (e.g. parent, substituting) OF ALL K | ELATED ENTITIES | | |
| A TEAN I COD ANY TYPE OF BART | ALEBOHID FULL MANE AND ADDRE | SC OF ALL MEMBERS OF BARTMEN | AG . | _ | |
| 4. IF AN LLC OR ANY TYPE OF PART | NERSHIP, FULL NAME AND ADDRE | SS OF ALL MEMBERS OR PARTNER | . S | | |
| | | | | | |
| 5. IF A SOLE PROPRIETORSHIP, FUL | L NAME AND ADDRESS OF PROPRI | ETOR | | | |
| | | | , p | | |
| 6. BRIEFLY DESCRIBE THE NATURE | OF YOUR OPERATIONS (Products ha | ndled or manufactured, or nature of service | es performed). | | |
| | | | | | |
| 7. A. PRINCIPAL LOCATION: | B. BRANCH LO | CATIONS: | | | |
| | | | | | |
| 8. NUMBER OF PEOPLE PRESENTLY | EMPLOYED | | | | |
| A. Total: | B. At the address involved in this m | | | | |
| 9. DURING THE MOST RECENT (Chec | k appropriate box): [] CALENDAR YE | [] 12 MONTHS or [] FISCAL Y | R (FY dates | ****** |) |
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| \$ | exects of \$50,000 directly to customer | soutside your state. If no, moreate at | ctual value. | | |
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PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



Agency Website: www.nlrb.gov ETelephone: (313)226-3200



REGION 7 Patrick V. McNamara Federal Building 477 Michigan Avenue, Room 300 Detroit, MI 48226

June 14, 2017

Fax: (313)226-2090



Re: Silver Star Delivery LTD Case 07-CA-200543

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on June 12, 2017 has been docketed as case number 07-CA-200543. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Procedures</u>: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlrb.gov or from the Regional Office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Qualifying for Backpay: We are just beginning to investigate your charge and no decision has been made regarding the merits of your case. However, it is important that employees who might be entitled to backpay because of loss of employment understand their obligation to look for work in order to qualify for backpay if your case has merit. Accordingly, we urge you to promptly provide the Board agent with the names and addresses of all employees who might be entitled to backpay as a result of the charge you filed.

If backpay is due to an employee, the Board requires that the employee offset the backpay by promptly beginning to look for another job in the same or similar line of work. The Board has held that a reasonably diligent employee should begin searching for interim work within 2 weeks after the employee's termination or layoff or a refusal to hire the employee. If an employee cannot establish that he or she actively tried to mitigate his or her losses, the amount of money owed to the employee might be reduced.

Employees who might be owed backpay should keep careful records of when and where they have sought employment and of job search expenses such as mileage, parking, and copying resumes. Specifically, they should keep a record of each time they attempt to find work, including the date, name of the company, name of person with whom they spoke, the position sought, and the response received.

Very truly yours,

Terry Morgan Regional Director

Levy) Morgan



Patrick V. McNamara Federal Building

477 Michigan Avenue, Room 300

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

August 8, 2017

Ms. Julie Boone Silverstar Delivery LTD 13756 Kildare Avenue Crestwood, IL 60418-2328

REGION 7

Detroit, MI 48226

Ms. Julie Boone Silverstar Delivery LTD 9200 South Roberts Road, Suite 1C Hickory Hills, IL 60457

Re: Silver Star Delivery LTD Case 07-CA-200543

Dear Ms. Boone:

On June 14. 2017, this office sent you a copy of a charge filed by (b) (6), (b) (7)(C) on June 12, 2017. The charge was mailed to you at the address provided by the Charging Party on the charge form. Additional addresses have been discovered, therefore, we are now resending the original letter to you, along with the charge and other documents. Should you have any questions or concerns about this matter, please contact Board Agent Robert Drzyzga at (313) 226-8052 or Robert.Drzyzga@nlrb.gov.

Very truly yours,

Terry Morgan Regional Director

Enclosures:

- 1. Original Letter
- 2. Copy of Charge
- 3. Commerce Questionnaire

cc:

Daniel L Villaire, Esq. Howard & Howard 450 W 4th St Royal Oak, MI 48067-2557 INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

| an original with NLRS Regional Director for the region in which the alleged unfair bloor practice occurred or is occurring. Name of Employer Name of Employer Name of Employer Newsorter Delivery LTD, Gold Standard Transportation and | STRUCTIONS: | 07-CA-200543 | 8-23-2017 |
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| practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) EE ATTACHMENT Full name of party filing charga (if labor organization, give full name, including local name and number) (b) (b) (7)(C) a. Address (Street and number, city, state, and ZIP code) (b) (c) (d) (d) (e) (f) (c) 4c. Cell No. 4d. Fax No. (b) (6) (b) (7)(C) 4e. a-Mail Tel. No. (b) (6) (b) (7)(C) (c) (d) (d) (d) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f | | ng in unfair labor practices within the meaning o | f section 8(a), subsections (1) and (list |
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| atements are true to the best of my knowledge and belief. O) (6), (b) (7)((b) (6), (b) (7)(C) an individual (Printings name and title or office, if any) Fax No. | organization) | | |
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| (b) (6), (b) (7)(C) an individual (Print/type name and title or office, if any) Fax No. | I declare that I have read the latern | ents are true to the best of my knowledge and belief. | (b) (b), (b) (7)(C) |
| (Prinultype name and title or office, if any) Fax No. | 77 | V(C) (b) (7)(O) on individual | Office, if any, Cell No. |
| Fax No. | (8 |) (S), (S) (I)(S) | |
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| (b) (6) (b) (7)(C) (b) (6), (b) (7)(C) | (b) (6) (b) (7)(C) | 8 //4/// | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request, Disclosure of this Information to the NLRB is voluntary; however, failure to supply the Information will cause the NLRB to decline to invoke its processes.

Silver Star Delivery LTD, Gold Standard Transportation and Amazon.Com, Inc., Joint Employers Case 07-CA-200543 AMENDED CHARGE

ATTACHMENT

SECTION 1A

Silver Star Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD 9200 S ROBERTS RD STE 1C HICKORY HILLS, IL 60457 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD 13756 Kildare Ave Crestwood, IL 60445-232 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Gold Standard Transportation 13756 S. Kildare Avenue Crestwood, IL 60445 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Amazon.Com, Inc. 19991 Brownstown Center Drive Brownstown, MI 48183 Josh Scott (P) 734 624-7056

SECTION 2

On [6] (6) (7)(C) 2017, the above-named Joint Employers, by its agent (b) (6), (b) (7)(C) issued employee (b) (6), (b) (7)(C) three disciplines in retaliation for [6] protected concerted and union activities.

In or around (b) (6), (b) (7)(c) 2017, the above-named Joint Employers discriminated against (b) (6), (b) (7)(c) in retaliation for protected concerted and union activities when they failed to consider or promote (b) (6), (b) (7)(c) position.

The above listed Joint Employers actions were in an effort to harass, interfere with, restrain and coerce (b) (6), (b) (7)(C) in the exercise of Section 7 rights.



REGION 7

Patrick V. McNamara Federal Building 477 Michigan Avenue, Room 300 Detroit, MI 48226 Agency Website: www.nlrb.gov
Telephone: (313)226-3200

NL



August 24, 2017



Re: Silver Star Delivery LTD,

Gold Standard Transportation and Amazon.Com, Inc., Joint Employers

Fax: (313)226-2090

Case 07-CA-200543

Dear (b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Procedures</u>: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan Regional Director

Leny) Morgan



REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226





August 24, 2017

Ms. Julie Boone Silver Star Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183

Ms. Julie Boone Silver Star Delivery LTD 9200 South Roberts Road, Suite 1C Hickory Hills, IL 60457

Ms. Julie Boone Silver Star Delivery LTD 13756 Kildare Avenue Crestwood, IL 60418-2328

Ms. Julie Boone Gold Standard Transportation 13756 South Kildare Avenue Crestwood, IL 60445

Mr. Josh Scott Amazon.Com, Inc. 19991 Brownstown Center Drive Brownstown, MI 48183

> Re: Silver Star Delivery LTD, Gold Standard Transportation and Amazon.Com, Inc., Joint Employers Case 07-CA-200543

Dear Ms. Boone and Mr. Scott:

Enclosed is a copy of the first amended charge that has been filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

<u>Presentation of Your Evidence</u>: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended

charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan Regional Director

Terry Horgan

Enclosure: Copy of first amended charge

cc: Daniel L Villaire, Esq. Howard & Howard 450 W 4th St Royal Oak, MI 48067-2557 INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

| ISTRUCTIONS: | 07-CA-200543 | |
|---|---|--|
| e an original with NLRB Regional Director for the region in which t | | à ^r |
| Name of Employer | AGAINST WHOM CHARGE IS BROUGHT | b. Tel. No. |
| Silverstar Delivery LTD, Gold Standard Transports | ation and AMENDED CHARGE | |
| mazon.Com, Inc., Joint Employers | 640 | c. Cell No. |
| America Logistics Inc | | |
| Address (Street, city, state, and ZIP code) | e. Employer Representative | f. Fax No. |
| | | g. e-Mail |
| EE ATTACHMENT | SEE ATTACHMENT | , |
| | | h. Number of workers employed 45 |
| . Type of Establishment (factory, mine, wholesaler, etc.) Delivery Drivers | j. Identify principal product or service Amazon Products | |
| . The above-named employer has engaged in and is engaging | In unfair labor practices within the meaning of sect | tion 8(e), subsections (1) and (list |
| subsections) (3) and (5) | of the National Labo | or Relations Act, and these unfair labor |
| practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization | | fair practices affecting commerce |
| 2. Basis of the Charge (set forth a clear and concise statemen | | actices) |
| SEE ATTACHMENT | | |
| SEE AT ACTIVICITY | | |
| 3. Full name of party filing charge (if labor organization, give for (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) | full neme, including local name and number) | 4b. Tel. No. (b) (6), (b) (7)(C) |
| | | |
| | | 4d. Fax No. (b) (6), (b) (7)(C) |
| | | 4e. s-Mail |
| 5. Full name of national or international labor organization of organization) | which it is an affiliate or constituent unit (to be filled | in when charge is filed by a labor |
| (b) (6), (b) (7)(C) DECLARATION I declare that I have read the e hat the statement (b) (6), (b) (7)(C) | ON nts are true to the best of my knowledge and belief. | Tel. No. (b) (6), (b) (7)(C) |
| (b) |) (6), (b) (7)(C) an individual | Office, if any, Cell No. |
| (b) (6), (b) (7)(C) | (Brint/type name and title or office, if any) | Fax No. |
| | 0/10/- | e-Mail |
| | 2 / 19 / / _(date) | (b) (6), (b) (7)(C) |
| | BE PLINISHED BY FINE AND IMPRISONMENT (| J.S. CODE. TITLE 18, SECTION 1001) |

PRIVACY ACT STATEMENT Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or fitigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB in voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. Silver Star Delivery LTD, Gold Standard Transportation and Ameron Conf. Inc., Joint Employers
Case 07-CA-200543

20 AMENDED CHARGE

ATTACHMENT

SECTION 1A

Silver Star Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD 9200 \$ ROBERTS RD STE 1C HICKORY HILLS, IL 60457 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD 13756 Kildare Ave Crestwood, IL 60445-232 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Gold Standard Transportation
13756 S. Kildare Avenue
Crestwood, IL 60445
Julie Boone (P) 703 385-5788; (Cell) 703 821-8204
Amazon Conf. The Julie Brownstown Center Drive
Brownstown, MI 48183
Josh Scott (P) 734 624-7056

SECTION 2

In or around (b) (6), (b) (7)(C) 2017, the above-named Joint Employers discriminated against (b) (6), (b) (7)(C) in retaliation for protected concerted and union activities when they failed to consider or promote (b) (6), (b) (7)(C) position.

The above listed Joint Employers actions were in an effort to harass, interfere with, restrain and coerce (b) (6). (b) (7)(C) in the exercise of Section 7 rights.

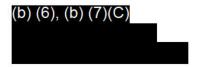


Patrick V. McNamara Federal Building

477 Michigan Avenue, Room 300

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

October 27, 2017



REGION 7

Detroit, MI 48226

Re: Silverstar Delivery LTD, Gold Standard

Transportation and Amazon, Logistics, Inc.,

Joint Employers Case 07-CA-200543

Dear (b) (6), (b) (7)(C)

We have docketed the second amended charge that you filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the second amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Procedures</u>: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Leny Horgan

Terry Morgan Regional Director



REGION 7 Patrick V. McNamara Federal Building 477 Michigan Avenue, Room 300 Detroit, MI 48226

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

October 27, 2017

Julie Boone Silverstar Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183

Julie Boone Silverstar Delivery LTD 9200 South Roberts Road Suite 1C Hickory Hills, IL 60457

Julie Boone Silverstar Delivery LTD 13756 Kildare Avenue Crestwood, IL 60445-2328

Julie Boone Gold Standard Transportation 13756 South Kildare Avenue Crestwood, IL 60445

Josh Scott Amazon Logistics, Inc. 19991 Brownstown Center Drive Brownstown, MI 48183

> Re: Silverstar Delivery LTD, Gold Standard Transportation and Amazon, Logistics, Inc., Joint Employers Case 07-CA-200543

Dear Mr. Scott and Ms. Boone:

Enclosed is a copy of the second amended charge that has been filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

<u>Presentation of Your Evidence</u>: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the second amended

charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan Regional Director

Terry Horgan

Enclosure: Copy of second amended charge

cc: Daniel L Villaire, Esq.
Howard & Howard
450 W 4th St
Royal Oak, MI 48067-2557

Michael E. Lignowski, Attorney at Law Morgan Lewis & Bockius LLP 1701 Market Street Philadelphia, PA 19103

Joseph C. Ragaglia, Esq. MORGAN, LEWIS & BOCKIUS LLP 1701 Market Street Philadelphia, PA 19103-2921

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090

October 22, 2018

Daniel L Villaire, Esq. Howard & Howard 450 W. 4th Street Royal Oak, MI 48067-2557

Julie Boone Silverstar Delivery LTD 9200 South Roberts Road Suite 1C Hickory Hills, IL 60457

Julie Boone Silverstar Delivery LTD 13756 Kildare Avenue Crestwood, IL 60445-2328

Julie Boone Gold Standard Transportation 13756 South Kildare Avenue Crestwood, IL 60445

Michael E. Lignowski, Esq. Morgan Lewis & Bockius LLP 1701 Market Street Philadelphia, PA 19103

Joseph C. Ragaglia, Esq. Morgan, Lewis & Bockius LLP 1701 Market Street Philadelphia, PA 19103-2921

> Re: Silverstar Delivery LTD, Gold Standard Transportation and Amazon, Logistics, Inc., Joint Employers Case 07-CA-200543

Dear Mr. Villaire, Ms. Boone, Mr. Lignowski and Mr. Ragaglia:

This is to advise that I have approved the withdrawal of the allegation that around 2017, 2018, the above-named employers, alleged as joint employers, discriminated

against the Charging Party in retaliation for protected concerted and union activities when they failed to consider or promote to the b(6). (b) (7)(C) position.

The remaining allegations remain subject to further processing.

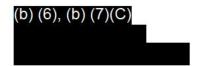
Very truly yours,

Levy) Morgan

Terry Morgan Regional Director

RD:kar

cc:



Julie Boone Silverstar Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183

Josh Scott Amazon Logistics, Inc. 19991 Brownstown Center Drive Brownstown, MI 48183

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| | | Pro- Bridge Contract Contract |
|------|----------------|-------------------------------|
| | DO NOT WRITE I | N THIS SPACE |
| Case | C | Date Filed |
| | | |

| NSTRUCTIONS: File an original with NLRB Regional Director for the region in which th | e alleged unfair labor practice occurred or in | nectiving. |
|---|---|--|
| 1. EMPLOYER A | GAINST WHOM CHARGE IS BROUG | HT |
| a. Name of Employer | <u> </u> | b. Tel. No. 708.385,5788 |
| Silver Star Delivery LTD | | c. Cell No. 708.821.8204 |
| d Address (Charles alter abote and 200 and a) | e. Employer Representative | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) | e. employer Representative | g. e-Mall |
| 19991 Brownstown Center Drive | Julie Boones | |
| Brownstown, MI 48183 | Touris Bosinos | h. Number of workers employed 45 |
| Type of Establishment (factory, mine, wholesaler, etc.) Delivery Drivers | J. Identify principal product or service Amazon Products | |
| k. The above-named employer has engaged in and is engaging subsections) 3 & 5 | | of section 8(a), subsections (1) and (list |
| practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A | g of the Act, or these unfair labor practices | |
| 2. Basis of the Charge (set forth a clear and concise statement of | | abor practices) |
| During the week of (b)(6)(b)(7)(c) 2017 the and agents has discipline and disch individuals and others exercising to Local 337 in the recent representation | arged 5 emoployees in re heir Section 7 rights by | tallation for these |
| 3. Full name of party filing charge (if labor organization, give full | name, including local name and number) | |
| Teamsters Local 337 | - | |
| 4a. Address (Street and number, city, state, and ZIP code) | | ^{4b. Tel, No.} 313.965.9838 |
| | | 4c. Cell No. |
| 2801 Trumbuli Ave. Detroit, MI 48216 | | 4d. Fax No. |
| | | 4e. e-Mail |
| 5. Full name of national or international labor organization of whorganization) International Brotherhood of Teamsters | ich it is an affiliate or constituent unit (to be | filled in when charge is filed by a labor |
| 6. DECLARATION- | are true to the best of my knowledge and belie | f. Tel. No. 313.359.9888 |
| By (Signature of representatives) person making charge) | Office, if any, Call No. 313.516.8006 | |
| (alanga an cabragamenta Abarana mannia anaka) | Printitype name and title or office, if any) | Fax No. 313.359.1589 |
| 22700 Garrison Street, Suite A, | Dearborn, MI 48124 (date) | e-Mail (b) (6), (b) (7)(C) |
| | (2315) | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seç. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2008). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Patrick V. McNamara Federal Building

477 Michigan Avenue, Room 300

Agency Website: www.nlrb.gov
Telephone: (313)226-3200

N



NLRB Mobile App

May 23, 2017

Fax: (313)226-2090

Julie Boones Silver Star Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183

Detroit, MI 48226

REGION 7

Re: Silver Star Delivery LTD Case 07-CA-199193

Dear Ms. Boones:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate. Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly,

please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, www.nlrb.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Terry Morgan Regional Director

Leny) Morgan

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

| Revised 3/21/2011 | NATIONAL LABOR RELA | ATIONS | BOARD | | | | |
|--|---|-----------|-----------------------------------|---------------|---------|---------|----|
| QUESTIONNAIRE ON COMMERCE INFORMATION | | | | | | | |
| Please read carefully, answer all applicable iter | Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number. | | | | | | |
| CASE NAME | | | | CASE NUM | | | |
| | | 400 | |)7-CA-1 | .99193 | | |
| 1. EXACT LEGAL TITLE OF ENTITY (| As filed with State and/or stated in lega | l docum | ents forming entity) | | | | |
| | | | | | | | |
| 2. TYPE OF ENTITY | | | | | | | |
| [] CORPORATION [] LLC [] L | LP [] PARTNERSHIP [] SOI | E PROP | RIETORSHIP [] OTHER (| Specify) | | | |
| 3. IF A CORPORATION or LLC | D. NAME ADDRESS AND DELATIO | OMCHID | (| DEL ATED | ENTERTE | e e | |
| A. STATE OF INCORPORATION OR FORMATION | B. NAME, ADDRESS, AND RELATION | JNSHIP | (e.g. parent, subsidiary) OF ALL | KELATED | ENTITIE | 5 | |
| | | | | | | | |
| 4. IF AN LLC OR ANY TYPE OF PART | NERSHIP, FULL NAME AND ADDR | ESS OF | ALL MEMBERS OR PARTNI | ERS | | | |
| | | | | | | | |
| 5. IF A SOLE PROPRIETORSHIP, FUL | L NAME AND ADDRESS OF PROPR | IETOR | | | | | |
| | | | | | | | |
| 6. BRIEFLY DESCRIBE THE NATURE | OF YOUR OPERATIONS (Products h | andled o | r manufactured, or nature of serv | rices perform | ned). | | |
| | | | | | | | |
| 7. A. PRINCIPAL LOCATION: | B. BRANCH LO | CATIO | NS: | | | | |
| | | | | | | | |
| 8. NUMBER OF PEOPLE PRESENTLY | EMPLOYED | | | | | | |
| A. Total: | B. At the address involved in this | matter: | | | | | |
| 9. DURING THE MOST RECENT (Chec | ck appropriate box): [] CALENDAR Y | R []] | 2 MONTHS or [] FISCAL | YR (FY da | tes | |) |
| | | | 79 | | | YES | NO |
| A. Did you provide services valued in a | excess of \$50,000 directly to custome | ers outsi | de your State? If no, indicate | actual valu | ue. | | |
| B. If you answered no to 9A, did you p | rovide services valued in excess of \$ | 50.000 | to customers in your State who | o purchase | d goods | | |
| valued in excess of \$50,000 from dir | | | | | | | |
| \$ | | | | | | | |
| C. If you answered no to 9A and 9B, did | | | | | | | |
| newspapers, health care institutions, less than \$50,000, indicate amount. | | mamgs, | educational institutions, or re | tan concer | ns? II | | |
| D. Did you sell goods valued in excess | | ited outs | ide your State? If less than \$5 | 0,000, ind | icate | | |
| amount. \$ | | | 5 Tel 10 Mars 44 | 1000 IX | | - 30 | 18 |
| E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who | | | | | | | |
| purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. | | | | | | | |
| F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate | | | | | | | |
| amount. \$ | | | | | | | |
| G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ | | | | | | | |
| H. Gross Revenues from all sales or performance of services (Check the largest amount) | | | | | | | |
| [] \$100,000 [] \$250,000 [] \$500,000 [] \$1,000,000 or more If less than \$100,000, indicate amount. | | | | | | | |
| I. Did you begin operations within t | the last 12 months? If yes, specify | date: | | 125 | | | |
| 10 ARE YOU A MEMBER OF AN ASSO | CIATION OR OTHER EMPLOYER | GROUP | THAT ENGAGES IN COLLEC | CTIVE BA | RGAININ | G? | |
| [] YES [] NO (If yes, name and a | address of association or group). | | | | | | |
| 11. REPRESENTATIVE BEST QUALIFI | | | | T | | 1 (DED | |
| NAME | TITLE | E-MAI | L ADDRESS | | TEL. NU | MBER | |
| | | | | | | | |
| | | CATO | ETIMO TITIC OFFICETO | ARTE LETT | | | |
| | RIZED REPRESENTATIVE O | UMP | | DNNAIR | | NA TITE | |
| NAME AND TITLE (Type or Print) | SIGNATURE | OMP | E-MAIL ADDRESS | DNNAIK | | DATE | |

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

May 23, 2017

Local 337, International Brotherhood of Teamsters (IBT) 2801 Trumbull Avenue Detroit, MI 48216

> Re: Silver Star Delivery LTD Case 07-CA-199193

Dear Sir or Madam:

The charge that you filed in this case on May 18, 2017 has been docketed as case number 07-CA-199193. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Procedures</u>: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website <u>www.nlrb.gov</u>. However, the Agency will continue

to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlrb.gov or from the Regional Office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Levy) Morgan

Terry Morgan Regional Director

cc: Kevin O'Neill, Esq. 22700 Garrison Street, Suite A Dearborn, MI 48124 INTERNET FORM NLR8-501 (2-06)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CA-199193

August 25, 2017

| File an original with NLRB Regional Director for the region in which the AMPL CYSR A | he atteged unfeir lebor prectice occurred or is occur NGAINST WHOM CHARGE IS BROUGHT | ring. |
|---|---|---|
| s. Name of Employer | TOTAL TOTAL STATE OF THE STATE | b, Tel. No. |
| Silverstar Delivery LTD, Gold Standard Transporta | tion and AMENDED CHARG | E |
| Amezon.Com, Inc., Joint Employers | | c. Cell No. |
| | I. automatica | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | Q. e-Mail |
| SEE ATTACHMENT | SEE ATTACHMENT | y. e-mei |
| | | h. Number of workers employed 45 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Delivery Drivers | J. Identify principal product or service Amazon Products | |
| k. The above-named employer has engaged in and is engaging | In untail labor practices within the meaning of se | ction 6(s), subsections (1) and first |
| subsections) (3) and (5) | , | bor Relations Act, and these unfair labor |
| practices are practices affecting commerce within the meanit within the meaning of the Act and the Postal Reorganization | ng of the Act, or these unfair labor practices are c | • |
| Basis of the Charge (set forth a clear and concise statement | | vactices) |
| | | |
| SEE ATTACHMENT | | |
| | | |
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| | • | , |
| | | |
| | | |
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| | | |
| | | |
| 3. Full name of party filing charge (if labor organization, give to | il name, including local name and number) | |
| Local 337, International Brotherhood of Teamsters | | |
| 4s. Address (Street and number, city, state, and ZIP code) | | 4b. Tel. No. 313 965-9833 |
| 2801 Trumbuli | | |
| Detroit, MI 48216 | | 4c. Cell No. |
| | | ^{4d. Fax No.} 313 965-0570 |
| | | 4e. o M ail |
| 5. Full name of national or international tentor organization of w organization) International Brotherhood of Teamsters | rhich it is an affiliate or constituent unit (to be fille S | d in when charge is filed by a labor |
| | | |
| 6. DECLARATION I declare that I have read the above charge and that the statement | | Tel. No. 313 359-9888 |
| Kev Kev | in O'Neill, Attorney | Office, if any, Cell No. |
| (signature of representative or person meking charge) | (Prin(flype name and title or office, if eny) | Fax No. 313 965-0570 |
| | | c-Meti- |
| Address 22700 Garrison, Suite A, Dearborn, Ml. 481 | 24 (date) | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (Nt.RA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (Nt.RB) in processing until labor practice and related proceedings or lingation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The Nt.RB will further explain these uses upon request. Disclosure of this information will cause the Nt.RB is voluntary; however, feiture to supply the information will cause the Nt.RB to decline to invoke its processes.

. .

Silver Star Delivery LTD, Gold Standard Transportation and Amazon.Com, Inc., Joint Employers Case 07-CA-199193 AMENDED CHARGE

ATTACHMENT

SECTION 1A

Silver Star Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD 9200 S ROBERTS RD STE 1C HICKORY HILLS, IL 60457 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD 13756 Kildare Ave Crestwood, IL 60445-232 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Gold Standard Transportation 13756 S. Kildare Avenue Crestwood, IL 60445 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Amazon.Com, Inc. 19991 Brownstown Center Drive Brownstown, MI 48183 Josh Scott (P) 734 624-7056

SECTION 2

Since on or about [b](6),(b)(7)(C] 2017, the above named Joint Employers discharged five employees, including but not limited to (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for their protected concerted and union activities.

Since April 21, 2017, the above named Joint Employers have failed and refused to bargain over significant discipline issued to its employees at the Brownstown, Michigan facility.

Since April 21, 2017, the above named Joint Employers have unilaterally changed its policy regarding deliveries by now requiring employees to get permission before re-attempting to make an unsuccessful prior delivery without bargaining with the Union.

Since April 21, 2017, the above named Joint Employers have unilaterally changed its policy regarding employees work times by requiring employees to stay in the field working until a specified time after completing their route without bargaining with the Union.



REGION 7 Patrick V. McNamara Federal Building 477 Michigan Avenue, Room 300 Detroit, MI 48226

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

August 25, 2017

Julie Boone Silverstar Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183

Josh Scott Amazon.Com, Inc. 19991 Brownstown Center Drive Brownstown, MI 48183

Julie Boone Gold Standard Transportation 13756 South Kildare Avenue Crestwood, IL 60445

Julie Boone Silverstar Delivery LTD 13756 Kildare Avenue Crestwood, IL 60445-232

Julie Boone Silverstar Delivery LTD 9200 South Roberts Road Suite 1C Hickory Hills, IL 60457

Re: Silverstar Delivery LTD, Gold Standard

Transportation and Amazon.Com, Inc., Joint

Employers

Case 07-CA-199193

Dear Ms. Boone and Mr. Scott:

Enclosed is a copy of the first amended charge that has been filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Attorney ROBERT DRZYZGA whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney ANDREW M. MACEACHERN whose telephone number is (313)335-8032.

<u>Presentation of Your Evidence</u>: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of

the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan Regional Director

Levy) Morgan

Enclosure: Copy of first amended charge

cc: Daniel L Villaire, Esq.
Howard & Howard
450 W 4th St
Royal Oak, MI 48067-2557





REGION 7 Patrick V. McNamara Federal Building 477 Michigan Avenue, Room 300 Detroit, MI 48226

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

August 25, 2017

Local 337, International Brotherhood of Teamsters (IBT) 2801 Trumbull Avenue Detroit, MI 48216

Re: Silverstar Delivery LTD, Gold Standard

Transportation and Amazon.Com., Inc. Joint

Employers

Case 07-CA-199193

Dear Sir or Madam:

We have docketed the first amended charge that you filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Attorney ROBERT DRZYZGA whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney ANDREW M. MACEACHERN whose telephone number is (313)335-8032.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Procedures</u>: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan Regional Director

cc: Kevin O'Neill, Esq.

22700 Garrison Street, Suite A

Dearborn, MI 48124

PORM SHEWFT SHEET IN U.S.C. 1812

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

| ۸n | MATE OF | AUDITA N | THE | PAAR |
|----|---------|----------|------|---------------|
| υŲ | NO! | WRITE IN | 1412 | ラドハル に |

| Charge against emplo | ABB Crime | Date Floor 10-016 |
|--|--|--|
| HTRUCTIONS | 07-0 | A-199193 |
| on original with NLISE Standard Director for the regress in which | the elegat under labor provides acc | stred or is equaring. |
| s. Nume of Employer | AGAINST WHOM CHARGE! | b. Tel. No. |
| Silverstar Dalivery LTD, Gold Standard Transport | DED CHARGE | |
| Amezon Gom: Ine., Joint Employers | | C. Ceff No. |
| Francisco Eroc | | (, Fax No. |
| A. Address (Street, city, state, and ZIP code) | <u> </u> | |
| | | 9 - Mail |
| SEE ATTACHMENT | SEE ATTACHMENT | |
| | | h. Number of workers employed 45 |
| . Type of Establishment (Rectory, mine, wholeseler, etc.) Delivery Drivers |). Identify principal product or Armazon Products | eardoe |
| مراجع المراجع | the state of the s | The state of the s |
| The above-monted employer has engaged in and to engage submediates (3) and (5) | • | |
| | | the National Labor Relations Act, and these until is |
| precions are precious atleating commerce within the mean within the meaning of the Act and the Poetal People little | | s bustones and risters, businesse surective commerce |
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| Besin of the Charge (set forth a clear and concles statement | s or the third community use mad | ed (Americanos precisors) |
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| I. Full name of party filing charge (# labor organization, give i | of name, including local name enc | (number) |
| ocal 337, International Brotherhood of Teamster | <u> </u> | |
| A. Address (Birnel and number, play, state, and ZIP pode) | | 4D. Tel. No. 313 965-9833 |
| B01 Trumbull | | 210 0000 |
| The state of the s | | 40 Ces No |
| | | |
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| | | 4d. Fex No. 313 965-0570 |
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUREIND BY FINE AND INTRIBONMENT (U.S. CODE, TITLE 18, EXCTION 1001).
PRIVACY ACTUATEMENT

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22700 Gerrison, Suite A, Dearborn, Mi. 48124

Solicitation of the information on this form is authorized by the National Resident Published Pu

(b) (6), (b) (7)(C)

Silver Star Delivery LTD, Gold Standard Transportation and Amazon.Com, Inc., Joint Employers Case 07-CA-199193 AMENDED CHARGE

Second

ATTACHMENT

SECTION 1A

Silver Star Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD 9200 S ROBERTS RD STE 1C HICKORY HILLS, IL 60457 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Silver Star Delivery LTD 13756 Kildare Ave Crestwood, IL 60445-232 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Gold Standard Transportation 13756 S. Kildare Avenue Crestwood, IL 60445 Julie Boone (P) 703 385-5788; (Cell) 703 821-8204

Amazon. Com, Inc. Logistics, Inc.
19991 Brownstown Center Drive
Brownstown, MI 48183
Josh Scott (P) 734 624-7056

SECTION 2

Since April 21, 2017, the above named Joint Employers have failed and refused to bargain over significant discipline issued to its employees at the Brownstown, Michigan facility.

Since April 21, 2017, the above named Joint Employers have unilaterally changed its policy regarding deliveries by now requiring employees to get permission before re-attempting to make an unsuccessful prior delivery without bargaining with the Union.

Since April 21, 2017, the above named Joint Employers have unilaterally changed its policy regarding employees work times by requiring employees to stay in the field working until a specified time after completing their route without bargaining with the Union.



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD



REGION 7 Patrick V. McNamara Federal Building 477 Michigan Avenue, Room 300 Detroit, MI 48226

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

October 27, 2017

Local 337, International Brotherhood of Teamsters (IBT) 2801 Trumbull Detroit, MI 48216

Re: Silverstar Delivery LTD, Gold Standard

Transportation and Amazon Logistics, Inc.,

Joint Employers Case 07-CA-199193

Dear Sir or Madam:

We have docketed the second amended charge that you filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313)335-8052. If the agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the second amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Terry Morgan Regional Director

Levy) Morgan

cc: Kevin O'Neill, Esq. 22700 Garrison Street, Suite A Dearborn, MI 48124

UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

SILVERSTAR DELIVERY LTD

and Case 07-CA-199193

LOCAL 337, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AFL-CIO

and Case 07-CA-200543

(b) (6), (b) (7)(C)

ORDER¹

The Employer's Petition to Revoke subpoena ad testificandum A-1-XK18KJ, addressed to (b)(6). (b)(7)(C), is denied.² The subpoena seeks information relevant to the matters under investigation and describes with sufficient particularity the evidence sought, as required by Section 11(1) of the Act and Section 102.31(b) of the Board's Rules and Regulations. See *Postal Workers Local 64 (USPS)*, 340 NLRB 912 (2003); *Offshore Mariners United*, 338 NLRB 745 (2002). Further, the Petitioner has failed to establish any other legal basis for revoking the subpoena. See generally, *NLRB v. North Bay Plumbing, Inc.*, 102 F.3d 1005 (9th Cir. 1996); *NLRB v. Carolina Food Processors, Inc.*, 81 F.3d 507 (4th Cir. 1996).

Dated, Washington, D.C., January 24, 2018

MARVIN E. KAPLAN, CHAIRMAN

MARK GASTON PEARCE, MEMBER

WILLIAM J. EMANUEL, MEMBER

¹ The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.

² In considering the petition to revoke, we have evaluated the subpoena in light of the Region's willingness, set forth in its opposition brief, to take of affidavit testimony by video conference on a mutually agreeable date in order to alleviate any asserted burdens on the Employer's operations.

UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

SILVERSTAR DELIVERY LTD, GOLD STANDARD TRANSPORTATION AND AMAZON LOGISTICS, INC., JOINT EMPLOYERS

and Case 07-CA-199193

LOCAL 337, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AFL-CIO

and Case 07-CA-200543

(b) (6), (b) (7)(C)

ORDER¹

The Employer's Petition to Revoke subpoena duces tecum B-1-XK2MLX is denied. The subpoena seeks information relevant to the matters under investigation and describes with sufficient particularity the evidence sought, as required by Section 11(1) of the Act and Section 102.31(b) of the Board's Rules and Regulations. Further, the Employer has failed to establish any other legal basis for revoking the subpoena.

¹ The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel. Member Emanuel took no part in the consideration of this case.

² In considering the petition to revoke, we have evaluated the subpoena in light of the Region's statements that it withdraws par. 48 in view of the withdrawal of the charge allegation to which it pertains; modifies its requests to exclude documents reflecting employee medical information and to permit the redaction of employee social security numbers, birth dates, and banking information; limits the temporal scope of pars. 19-23 and 29-37; and deletes the word "all" from par. 55.

³ To the extent that the Employer has provided some of the requested material, it is not required to produce that information again, provided that the Employer accurately describes which documents under subpoena it has already provided, identifies to which subpoena paragraph(s) they are responsive, states whether those previously-provided documents constitute all of the requested documents, and provides all of the information that was subpoenaed.

See generally NLRB v. North Bay Plumbing, Inc., 102 F.3d 1005 (9th Cir. 1996); NLRB v. Carolina Food Processors, Inc., 81 F.3d 507 (4th Cir. 1996).

Dated, Washington, D.C., March 22, 2018.

MARVIN E. KAPLAN, CHAIRMAN

MARK GASTON PEARCE, MEMBER

LAUREN McFERRAN, MEMBER

In addition, the Employer argues that pars. 23, 41, 43, and 45 should be revoked "to the extent [they seek] information that is not in [the Employer's] possession, custody, or control . . . " The Employer is not required to produce evidence requested in the subpoena that it does not possess, but the Employer is required to conduct a reasonable and diligent search for all requested evidence. Further, with respect to requested information not in the Employer's possession, custody, or control, the subpoena compels the Employer to request such information from other persons or companies, if necessary (see pars. E and F of the subpoena's definitions and instructions). If the information does not exist, or if the other persons or companies decline to provide the information, the Employer must affirmatively represent this fact to the Region. See Clear Channel Outdoor, Inc., 346 NLRB 696, 702 fn. 10 (2006) ("In responding to a subpoena, an individual is required to produce documents not only in his or her possession, but any documents that he or she had a legal right to obtain," citing Searock v. Stripling, 736 F.2d 650, 653 (11th Cir. 1984)). Moreover, if the other persons or companies do not comply with a request for the information from the Employer, nothing would prevent the Region from seeking that information directly from the other persons or companies.

In addition, the Employer's request for a protective order is denied for lack of a showing of good cause. With respect to the Employer's stated concerns about confidentiality, we find that it has failed to explain why the procedure set forth in paragraph "B.5." of the subpoena's Definitions and Instructions is not sufficient to address its concerns. However, if its concerns can be substantiated, the Employer may seek a confidentiality agreement from the Region.

UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Patrick V. McNamara Federal Building 477 Michigan Avenue, Room 300 Detroit, MI 48226

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090

October 22, 2018

Kevin O'Neill, Esq. 22700 Garrison Street, Suite A Dearborn, MI 48124

Re: Silverstar Delivery LTD, Gold Standard

Transportation and Amazon Logistics, Inc.,

Joint Employers Case 07-CA-199193

Dear Mr. O'Neill:

Approval of Request to Withdraw Portion of the Charge: This is to advise that I have approved the withdrawal of the following allegations of the charge:

Since April 21, 2017, the above-named Joint Employers have: (1) failed and refused to bargain over significant discipline issued to its employees at the Brownstown, Michigan facility; (2) unilaterally changed its policy regarding deliveries by requiring employees to get permission before re-attempting to make an unsuccessful prior delivery without bargaining with the Union; and (3) unilaterally changed its policy regarding employee work times by requiring employees to stay in the field working until a specified time after completing their route without bargaining with the Union.

We have carefully investigated and considered your charge that Silverstar Delivery LTD, Amazon Logistics, Inc. and Gold Standard Transportation have violated the National Labor Relations Act.

Decision to Partially Dismiss: Based on that investigation, I have decided to dismiss the allegations that (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were discharged in retaliation for their protected concerted and union activities because there is insufficient evidence to establish a violation of the Act. The remaining allegations remain subject to further processing.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Silverstar Delivery LTD, Gold Standard Transportation and Amazon Logistics, Inc., Joint Employers Case 07-CA-199193

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board**, **Attn: Office of Appeals**, **1015 Half Street SE**, **Washington**, **DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on November 5, 2018. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 4, 2018. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 5, 2018.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 5, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to

Silverstar Delivery LTD, Gold Standard Transportation and Amazon Logistics, Inc., Joint Employers Case 07-CA-199193 - 3 - October 22, 2018

keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Levy) Morgan

Terry Morgan Regional Director

RD:kar

Enclosure

cc: Local 337, International Brotherhood of Teamsters (IBT) 2801 Trumbull Detroit, MI 48216

> Julie Boone Silverstar Delivery LTD 19991 Brownstown Center Drive Brownstown, MI 48183

Daniel L. Villaire, Esq. Howard & Howard 450 W. 4th Street Royal Oak, MI 48067-2557

Josh Scott Amazon Logistics, Inc. 19991 Brownstown Center Drive Brownstown, MI 48183

Joseph C. Ragaglia, Esq. Morgan, Lewis & Bockius, LLP 1701 Market Street Philadelphia, PA 19103-2921 Silverstar Delivery LTD, Gold Standard Transportation and Amazon Logistics, Inc., Joint Employers Case 07-CA-199193 - 4 - October 22, 2018

Michael E. Lignowski, Esq. Morgan, Lewis & Bockius, LLP 1701 Market Street Philadelphia, PA 19103-2901

Julie Boone Silverstar Delivery LTD 13756 Kildare Avenue Crestwood, IL 60445-2328

Julie Boone Silverstar Delivery LTD 9200 South Roberts Road Suite 1C Hickory Hills, IL 60457

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

Date:

To: General Counsel

| Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001 | |
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| Please be advised that an appeal is her National Labor Relations Board from the action issue a complaint on the charge in | eby taken to the General Counsel of the n of the Regional Director in refusing to |
| Case Name(s). | |
| Case No(s). (If more than one case number, inc. taken.) | lude all case numbers in which appeal is |
| | (Signature) |